

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2023
Revision No.: 24
Date of Last Revision: 05/29/2002

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.42
Accounting Clerk II	10.38
Accounting Clerk III	11.83
Accounting Clerk IV	14.23
Court Reporter	12.54
Dispatcher, Motor Vehicle	12.54
Document Preparation Clerk	10.63
Duplicating Machine Operator	9.69
Film/Tape Librarian	11.47
General Clerk I	7.94
General Clerk II	9.28
General Clerk III	10.12
General Clerk IV	12.04
Housing Referral Assistant	15.26
Key Entry Operator I	9.07
Key Entry Operator II	10.20
Messenger (Courier)	8.43
Order Clerk I	8.81
Order Clerk II	12.28
Personnel Assistant (Employment) I	10.20
Personnel Assistant (Employment) II	12.63
Personnel Assistant (Employment) III	14.20
Personnel Assistant (Employment) IV	15.84
Production Control Clerk	13.87
Rental Clerk	11.47
Scheduler, Maintenance	12.62
Secretary I	11.64
Secretary II	13.79
Secretary III	15.26
Secretary IV	17.64
Secretary V	21.67
Service Order Dispatcher	10.95
Stenographer I	9.69

Stenographer II	10.89
Supply Technician	17.56
Survey Worker (Interviewer)	12.54
Switchboard Operator-Receptionist	10.66
Test Examiner	13.79
Test Proctor	13.79
Travel Clerk I	10.36
Travel Clerk II	11.19
Travel Clerk III	12.02
Word Processor I	10.93
Word Processor II	12.48
Word Processor III	13.86

Automatic Data Processing Occupations

Computer Data Librarian	12.16
Computer Operator I	9.57
Computer Operator II	12.11
Computer Operator III	14.34
Computer Operator IV	17.31
Computer Operator V	18.88
Computer Programmer I (1)	17.26
Computer Programmer II (1)	20.56
Computer Programmer III (1)	23.89
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.12
Computer Systems Analyst II (1)	27.22
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.05

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.37
Automotive Glass Installer	15.63
Automotive Worker	15.63
Electrician, Automotive	16.34
Mobile Equipment Servicer	13.37
Motor Equipment Metal Mechanic	18.25
Motor Equipment Metal Worker	15.78
Motor Vehicle Mechanic	17.37
Motor Vehicle Mechanic Helper	12.16
Motor Vehicle Upholstery Worker	14.59
Motor Vehicle Wrecker	15.78
Painter, Automotive	17.80
Radiator Repair Specialist	15.76
Tire Repairer	12.92
Transmission Repair Specialist	17.37

Food Preparation and Service Occupations

Baker	11.30
Cook I	9.77

Cook II	11.30
Dishwasher	7.33
Food Service Worker	7.23
Meat Cutter	13.37
Waiter/Waitress	7.22

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.50
Furniture Handler	10.88
Furniture Refinisher	16.50
Furniture Refinisher Helper	12.16
Furniture Repairer, Minor	14.59
Upholsterer	16.50

General Services and Support Occupations

Cleaner, Vehicles	7.21
Elevator Operator	8.06
Gardener	11.52
House Keeping Aid I	6.99
House Keeping Aid II	8.06
Janitor	8.06
Laborer, Grounds Maintenance	8.34
Maid or Houseman	6.94
Pest Controller	12.70
Refuse Collector	8.06
Tractor Operator	10.52
Window Cleaner	9.13

Health Occupations

Dental Assistant	11.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	13.56
Licensed Practical Nurse II	15.09
Licensed Practical Nurse III	16.89
Medical Assistant	9.92
Medical Laboratory Technician	12.50
Medical Record Clerk	11.70
Medical Record Technician	15.57
Nursing Assistant I	7.87
Nursing Assistant II	8.84
Nursing Assistant III	9.32
Nursing Assistant IV	10.48
Pharmacy Technician	12.19
Phlebotomist	10.64
Registered Nurse I	17.28
Registered Nurse II	21.15
Registered Nurse II, Specialist	21.15
Registered Nurse III	25.59
Registered Nurse III, Anesthetist	25.59

Registered Nurse IV	30.65
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Information and Arts Occupations

Audiovisual Librarian	17.64
Exhibits Specialist I	15.53
Exhibits Specialist II	19.16
Exhibits Specialist III	23.37
Illustrator I	17.08
Illustrator II	21.07
Illustrator III	25.70
Librarian	20.22
Library Technician	12.08
Photographer I	13.50
Photographer II	15.56
Photographer III	19.20
Photographer IV	23.42
Photographer V	28.41

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.64
Counter Attendant	7.64
Dry Cleaner	7.91
Finisher, Flatwork, Machine	7.64
Presser, Hand	7.64
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.64
Presser, Machine, Wearing Apparel, Laundry	7.64
Sewing Machine Operator	8.82
Tailor	9.87
Washer, Machine	8.20

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.74
Tool and Die Maker	22.78

Material Handling and Packing Occupations

Forklift Operator	12.27
Fuel Distribution System Operator	13.37
Material Coordinator	14.72
Material Expediter	14.72
Material Handling Laborer	10.62
Order Filler	10.28
Production Line Worker (Food Processing)	10.78
Shipping Packer	11.12
Shipping/Receiving Clerk	11.98
Stock Clerk (Shelf Stocker; Store Worker II)	11.06
Store Worker I	8.00
Tools and Parts Attendant	12.73
Warehouse Specialist	12.73

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.02
Aircraft Mechanic Helper	13.32
Aircraft Quality Control Inspector	22.75
Aircraft Servicer	15.98
Aircraft Worker	17.11
Appliance Mechanic	16.50
Bicycle Repairer	12.92
Cable Splicer	19.98
Carpenter, Maintenance	16.50
Carpet Layer	15.63
Electrician, Maintenance	19.99
Electronics Technician, Maintenance I	11.53
Electronics Technician, Maintenance II	19.51
Electronics Technician, Maintenance III	21.46
Fabric Worker	14.59
Fire Alarm System Mechanic	17.37
Fire Extinguisher Repairer	14.71
Fuel Distribution System Mechanic	19.11
General Maintenance Worker	15.63
Heating, Refrigeration and Air Conditioning Mechanic	17.37
Heavy Equipment Mechanic	16.63
Heavy Equipment Operator	17.34
Instrument Mechanic	19.98
Laborer	7.80
Locksmith	16.50
Machinery Maintenance Mechanic	18.92
Machinist, Maintenance	17.37
Maintenance Trades Helper	12.16
Millwright	19.11
Office Appliance Repairer	16.50
Painter, Aircraft	18.09
Painter, Maintenance	16.50
Pipefitter, Maintenance	17.58
Plumber, Maintenance	16.70
Pneudraulic Systems Mechanic	17.37
Rigger	17.37
Scale Mechanic	15.63
Sheet-Metal Worker, Maintenance	17.37
Small Engine Mechanic	15.63
Telecommunication Mechanic I	17.37
Telecommunication Mechanic II	21.02
Telephone Lineman	17.37
Welder, Combination, Maintenance	17.37
Well Driller	17.37
Woodcraft Worker	17.37
Woodworker	13.37

Miscellaneous Occupations

Animal Caretaker	8.07
Carnival Equipment Operator	10.26
Carnival Equipment Repairer	11.24
Carnival Worker	7.33
Cashier	8.75
Desk Clerk	9.75
Embalmer	16.57
Lifeguard	9.02
Mortician	18.23
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.10
Recreation Specialist	13.51
Recycling Worker	11.29
Sales Clerk	10.59
School Crossing Guard (Crosswalk Attendant)	7.28
Sport Official	9.02
Survey Party Chief (Chief of Party)	20.46
Surveying Aide	12.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.37
Swimming Pool Operator	12.49
Vending Machine Attendant	9.86
Vending Machine Repairer	12.49
Vending Machine Repairer Helper	9.86

Personal Needs Occupations

Child Care Attendant	9.75
Child Care Center Clerk	13.87
Chore Aid	6.99
Homemaker	16.71

Plant and System Operation Occupations

Boiler Tender	19.11
Sewage Plant Operator	17.48
Stationary Engineer	20.16
Ventilation Equipment Tender	12.16
Water Treatment Plant Operator	18.68

Protective Service Occupations

Alarm Monitor	11.72
Corrections Officer	17.99
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	8.52
Guard II	12.81
Police Officer	21.77

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.79
Hatch Tender	13.79
Line Handler	13.79
Stevedore I	12.85
Stevedore II	16.06

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.44
Archeological Technician I	15.21
Archeological Technician II	17.02
Archeological Technician III	21.08
Cartographic Technician	20.36
Civil Engineering Technician	19.28
Computer Based Training (CBT) Specialist/ Instructor	21.36
Drafter I	14.16
Drafter II	15.90
Drafter III	18.33
Drafter IV	22.61
Engineering Technician I	15.61
Engineering Technician II	17.26
Engineering Technician III	21.48
Engineering Technician IV	25.33
Engineering Technician V	27.52
Engineering Technician VI	31.49
Environmental Technician	16.90
Flight Simulator/Instructor (Pilot)	25.14
Graphic Artist	20.44
Instructor	20.44
Laboratory Technician	14.00
Mathematical Technician	20.13
Paralegal/Legal Assistant I	14.91
Paralegal/Legal Assistant II	17.65
Paralegal/Legal Assistant III	21.54
Paralegal/Legal Assistant IV	26.13
Photooptics Technician	20.17
Technical Writer	19.77
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	16.90
Weather Observer, Upper Air (3)	14.00

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.32
Parking and Lot Attendant	7.01
Shuttle Bus Driver	10.87
Taxi Driver	9.08
Truckdriver, Heavy Truck	16.36
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	14.87
Truckdriver, Tractor-Trailer	16.36

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
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Wage Determination No.: 1994-2025
Revision No.: 26
Date of Last Revision: 05/28/2002

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.50
Accounting Clerk II	9.94
Accounting Clerk III	11.55
Accounting Clerk IV	13.96
Court Reporter	11.84
Dispatcher, Motor Vehicle	11.67
Document Preparation Clerk	8.00
Duplicating Machine Operator	8.00
Film/Tape Librarian	10.22
General Clerk I	6.81
General Clerk II	7.76
General Clerk III	9.89
General Clerk IV	14.08
Housing Referral Assistant	14.35
Key Entry Operator I	8.95
Key Entry Operator II	10.33
Messenger (Courier)	7.51
Order Clerk I	9.07
Order Clerk II	12.19
Personnel Assistant (Employment) I	9.46
Personnel Assistant (Employment) II	10.64
Personnel Assistant (Employment) III	12.16
Personnel Assistant (Employment) IV	14.89
Production Control Clerk	14.31
Rental Clerk	9.09
Scheduler, Maintenance	10.25
Secretary I	10.25
Secretary II	11.71
Secretary III	14.35
Secretary IV	16.53
Secretary V	17.95
Service Order Dispatcher	10.22
Stenographer I	9.42

Stenographer II	10.58
Supply Technician	17.88
Survey Worker (Interviewer)	10.15
Switchboard Operator-Receptionist	7.65
Test Examiner	11.71
Test Proctor	11.71
Travel Clerk I	10.02
Travel Clerk II	10.50
Travel Clerk III	11.03
Word Processor I	10.59
Word Processor II	13.73
Word Processor III	15.38
Automatic Data Processing Occupations	
Computer Data Librarian	12.74
Computer Operator I	8.45
Computer Operator II	11.44
Computer Operator III	13.63
Computer Operator IV	15.15
Computer Operator V	16.77
Computer Programmer I (1)	15.53
Computer Programmer II (1)	19.09
Computer Programmer III (1)	20.14
Computer Programmer IV (1)	23.74
Computer Systems Analyst I (1)	16.87
Computer Systems Analyst II (1)	19.89
Computer Systems Analyst III (1)	24.67
Peripheral Equipment Operator	12.89
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.68
Automotive Glass Installer	15.17
Automotive Worker	15.17
Electrician, Automotive	16.79
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.17
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	12.60
Motor Vehicle Upholstery Worker	14.37
Motor Vehicle Wrecker	15.17
Painter, Automotive	15.98
Radiator Repair Specialist	15.17
Tire Repairer	13.08
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	11.12
Cook I	8.67

Cook II	11.12
Dishwasher	6.69
Food Service Worker	6.31
Meat Cutter	13.00
Waiter/Waitress	6.86

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	15.98
Furniture Handler	10.70
Furniture Refinisher	15.98
Furniture Refinisher Helper	12.60
Furniture Repairer, Minor	14.37
Upholsterer	15.98

General Services and Support Occupations

Cleaner, Vehicles	6.99
Elevator Operator	8.27
Gardener	10.11
House Keeping Aid I	6.76
House Keeping Aid II	7.49
Janitor	8.27
Laborer, Grounds Maintenance	8.00
Maid or Houseman	6.76
Pest Controller	12.02
Refuse Collector	7.19
Tractor Operator	9.41
Window Cleaner	9.07

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	11.52
Licensed Practical Nurse II	12.93
Licensed Practical Nurse III	14.46
Medical Assistant	10.87
Medical Laboratory Technician	11.69
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.89
Nursing Assistant II	8.87
Nursing Assistant III	9.68
Nursing Assistant IV	10.97
Pharmacy Technician	12.19
Phlebotomist	12.70
Registered Nurse I	17.43
Registered Nurse II	21.34
Registered Nurse II, Specialist	21.34
Registered Nurse III	25.82
Registered Nurse III, Anesthetist	25.82

Registered Nurse IV	30.92
Information and Arts Occupations	
Audiovisual Librarian	16.79
Exhibits Specialist I	14.88
Exhibits Specialist II	16.08
Exhibits Specialist III	19.67
Illustrator I	15.54
Illustrator II	16.79
Illustrator III	20.55
Librarian	18.71
Library Technician	14.27
Photographer I	11.36
Photographer II	14.57
Photographer III	15.74
Photographer IV	19.26
Photographer V	23.29
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.02
Counter Attendant	7.02
Dry Cleaner	7.61
Finisher, Flatwork, Machine	7.02
Presser, Hand	7.02
Presser, Machine, Drycleaning	7.02
Presser, Machine, Shirts	7.02
Presser, Machine, Wearing Apparel, Laundry	7.02
Sewing Machine Operator	9.46
Tailor	10.74
Washer, Machine	7.42
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.98
Tool and Die Maker	19.23
Material Handling and Packing Occupations	
Forklift Operator	9.93
Fuel Distribution System Operator	13.54
Material Coordinator	16.53
Material Expediter	16.53
Material Handling Laborer	8.64
Order Filler	9.21
Production Line Worker (Food Processing)	9.55
Shipping Packer	9.12
Shipping/Receiving Clerk	9.12
Stock Clerk (Shelf Stocker; Store Worker II)	12.71
Store Worker I	9.74
Tools and Parts Attendant	11.23
Warehouse Specialist	10.98

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.79
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	17.60
Aircraft Servicer	14.37
Aircraft Worker	15.17
Appliance Mechanic	15.98
Bicycle Repairer	13.08
Cable Splicer	19.31
Carpenter, Maintenance	15.98
Carpet Layer	15.17
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	12.26
Electronics Technician, Maintenance II	18.38
Electronics Technician, Maintenance III	19.31
Fabric Worker	14.37
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.17
Heating, Refrigeration and Air Conditioning Mechanic	17.03
Heavy Equipment Mechanic	16.92
Heavy Equipment Operator	17.07
Instrument Mechanic	16.79
Laborer	8.27
Locksmith	15.98
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	16.79
Maintenance Trades Helper	12.60
Millwright	16.79
Office Appliance Repairer	15.98
Painter, Aircraft	18.38
Painter, Maintenance	15.98
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.34
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.17
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.17
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.24
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.54

Miscellaneous Occupations

Animal Caretaker	8.58
Carnival Equipment Operator	9.97
Carnival Equipment Repairer	8.05
Carnival Worker	7.05
Cashier	8.07
Desk Clerk	7.83
Embalmer	18.66
Lifeguard	7.05
Mortician	18.66
Park Attendant (Aide)	8.75
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.56
Recreation Specialist	8.38
Recycling Worker	9.28
Sales Clerk	7.05
School Crossing Guard (Crosswalk Attendant)	6.88
Sport Official	7.05
Survey Party Chief (Chief of Party)	12.47
Surveying Aide	8.75
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.05
Swimming Pool Operator	10.97
Vending Machine Attendant	9.11
Vending Machine Repairer	10.90
Vending Machine Repairer Helper	9.11

Personal Needs Occupations

Child Care Attendant	6.94
Child Care Center Clerk	8.80
Chore Aid	7.48
Homemaker	10.86

Plant and System Operation Occupations

Boiler Tender	16.79
Sewage Plant Operator	16.14
Stationary Engineer	16.79
Ventilation Equipment Tender	12.60
Water Treatment Plant Operator	17.78

Protective Service Occupations

Alarm Monitor	9.02
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	7.05
Guard II	9.02
Police Officer	21.39

Stevedoring/Longshoremen Occupations

Blocker and Bracer	11.45
Hatch Tender	11.45
Line Handler	11.45
Stevedore I	9.43
Stevedore II	12.05

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.61
Archeological Technician II	12.98
Archeological Technician III	16.08
Cartographic Technician	18.47
Civil Engineering Technician	18.13
Computer Based Training (CBT) Specialist/ Instructor	16.06
Drafter I	10.79
Drafter II	12.12
Drafter III	15.54
Drafter IV	16.79
Engineering Technician I	12.23
Engineering Technician II	13.72
Engineering Technician III	15.36
Engineering Technician IV	17.35
Engineering Technician V	21.24
Engineering Technician VI	25.69
Environmental Technician	15.78
Flight Simulator/Instructor (Pilot)	21.70
Graphic Artist	16.09
Instructor	19.31
Laboratory Technician	14.21
Mathematical Technician	15.78
Paralegal/Legal Assistant I	13.78
Paralegal/Legal Assistant II	16.42
Paralegal/Legal Assistant III	17.31
Paralegal/Legal Assistant IV	19.86
Photooptics Technician	16.07
Technical Writer	23.36
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.81
Weather Observer, Senior (3)	15.34
Weather Observer, Upper Air (3)	13.81

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.49
Parking and Lot Attendant	11.33
Shuttle Bus Driver	9.97
Taxi Driver	8.68
Truckdriver, Heavy Truck	13.82
Truckdriver, Light Truck	9.97
Truckdriver, Medium Truck	12.02
Truckdriver, Tractor-Trailer	14.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2027
Revision No.: 18
Date of Last Revision: 07/16/2002

State: Arizona

Area: Arizona Counties of La Paz, Yuma

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.34
01012	Accounting Clerk II	11.28
01013	Accounting Clerk III	13.17
01014	Accounting Clerk IV	16.38
01030	Court Reporter	15.05
01050	Dispatcher, Motor Vehicle	13.05
01060	Document Preparation Clerk	10.59
01070	Messenger (Courier)	8.28
01090	Duplicating Machine Operator	10.59
01110	Film/Tape Librarian	11.58
01115	General Clerk I	8.45
01116	General Clerk II	9.49
01117	General Clerk III	12.43
01118	General Clerk IV	14.98
01120	Housing Referral Assistant	15.36
01131	Key Entry Operator I	9.96
01132	Key Entry Operator II	11.30
01191	Order Clerk I	12.17
01192	Order Clerk II	15.17
01261	Personnel Assistant (Employment) I	11.04
01262	Personnel Assistant (Employment) II	12.83
01263	Personnel Assistant (Employment) III	14.14
01264	Personnel Assistant (Employment) IV	16.54
01270	Production Control Clerk	15.36
01290	Rental Clerk	11.26
01300	Scheduler, Maintenance	11.26
01311	Secretary I	11.26
01312	Secretary II	13.05
01313	Secretary III	15.36
01314	Secretary IV	16.97
01315	Secretary V	20.05
01320	Service Order Dispatcher	11.26
01341	Stenographer I	11.52

01342	Stenographer II	12.95
01400	Supply Technician	16.97
01420	Survey Worker (Interviewer)	13.05
01460	Switchboard Operator-Receptionist	9.89
01510	Test Examiner	13.05
01520	Test Proctor	13.05
01531	Travel Clerk I	9.33
01532	Travel Clerk II	10.20
01533	Travel Clerk III	11.20
01611	Word Processor I	10.40
01612	Word Processor II	12.79
01613	Word Processor III	15.59
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.92
03041	Computer Operator I	12.23
03042	Computer Operator II	13.69
03043	Computer Operator III	16.42
03044	Computer Operator IV	19.78
03045	Computer Operator V	21.89
03071	Computer Programmer I (1)	17.34
03072	Computer Programmer II (1)	21.48
03073	Computer Programmer III (1)	26.97
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	21.86
03102	Computer Systems Analyst II (1)	26.84
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.22
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	18.76
05010	Automotive Glass Installer	17.45
05040	Automotive Worker	17.45
05070	Electrician, Automotive	18.13
05100	Mobile Equipment Servicer	16.06
05130	Motor Equipment Metal Mechanic	18.76
05160	Motor Equipment Metal Worker	17.45
05190	Motor Vehicle Mechanic	18.43
05220	Motor Vehicle Mechanic Helper	15.06
05250	Motor Vehicle Upholstery Worker	16.81
05280	Motor Vehicle Wrecker	17.45
05310	Painter, Automotive	18.13
05340	Radiator Repair Specialist	17.45
05370	Tire Repairer	15.52
05400	Transmission Repair Specialist	18.76
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.28
07010	Baker	12.00

07041	Cook I	11.04
07042	Cook II	12.00
07070	Dishwasher	8.28
07130	Meat Cutter	14.27
07250	Waiter/Waitress	8.96
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.13
09040	Furniture Handler	13.02
09070	Furniture Refinisher	18.13
09100	Furniture Refinisher Helper	15.06
09110	Furniture Repairer, Minor	16.81
09130	Upholsterer	18.13
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.52
11060	Elevator Operator	8.28
11090	Gardener	11.04
11121	House Keeping Aid I	7.59
11122	House Keeping Aid II	8.38
11150	Janitor	8.38
11210	Laborer, Grounds Maintenance	8.96
11240	Maid or Houseman	7.58
11270	Pest Controller	11.56
11300	Refuse Collector	10.47
11330	Tractor Operator	10.36
11360	Window Cleaner	9.08
12000	Health Occupations	
12020	Dental Assistant	12.30
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.76
12071	Licensed Practical Nurse I	11.66
12072	Licensed Practical Nurse II	13.08
12073	Licensed Practical Nurse III	14.97
12100	Medical Assistant	9.75
12130	Medical Laboratory Technician	10.90
12160	Medical Record Clerk	10.98
12190	Medical Record Technician	13.25
12221	Nursing Assistant I	7.68
12222	Nursing Assistant II	8.64
12223	Nursing Assistant III	9.42
12224	Nursing Assistant IV	10.58
12250	Pharmacy Technician	12.62
12280	Phlebotomist	11.89
12311	Registered Nurse I	19.29
12312	Registered Nurse II	22.72
12313	Registered Nurse II, Specialist	22.41
12314	Registered Nurse III	27.00

12315	Registered Nurse III, Anesthetist	27.00
12316	Registered Nurse IV	32.36
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.67
13011	Exhibits Specialist I	17.75
13012	Exhibits Specialist II	20.68
13013	Exhibits Specialist III	24.54
13041	Illustrator I	17.75
13042	Illustrator II	20.68
13043	Illustrator III	24.54
13047	Librarian	20.05
13050	Library Technician	13.40
13071	Photographer I	13.79
13072	Photographer II	17.75
13073	Photographer III	20.68
13074	Photographer IV	24.54
13075	Photographer V	29.69
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.08
15030	Counter Attendant	7.08
15040	Dry Cleaner	8.46
15070	Finisher, Flatwork, Machine	7.08
15090	Presser, Hand	7.08
15100	Presser, Machine, Drycleaning	6.84
15130	Presser, Machine, Shirts	7.08
15160	Presser, Machine, Wearing Apparel, Laundry	6.84
15190	Sewing Machine Operator	9.01
15220	Tailor	9.55
15250	Washer, Machine	7.42
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.13
19040	Tool and Die Maker	22.25
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.06
21020	Material Coordinator	12.82
21030	Material Expediter	12.82
21040	Material Handling Laborer	9.82
21050	Order Filler	10.08
21071	Forklift Operator	13.28
21080	Production Line Worker (Food Processing)	11.50
21100	Shipping/Receiving Clerk	11.01
21130	Shipping Packer	10.48
21140	Store Worker I	9.64
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.58
21210	Tools and Parts Attendant	11.77

21400	Warehouse Specialist	11.77
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.76
23040	Aircraft Mechanic Helper	15.06
23050	Aircraft Quality Control Inspector	21.25
23060	Aircraft Servicer	16.81
23070	Aircraft Worker	17.45
23100	Appliance Mechanic	18.13
23120	Bicycle Repairer	15.52
23125	Cable Splicer	18.76
23130	Carpenter, Maintenance	18.13
23140	Carpet Layer	17.45
23160	Electrician, Maintenance	19.95
23181	Electronics Technician, Maintenance I	12.01
23182	Electronics Technician, Maintenance II	19.21
23183	Electronics Technician, Maintenance III	23.00
23260	Fabric Worker	18.49
23290	Fire Alarm System Mechanic	18.76
23310	Fire Extinguisher Repairer	16.06
23340	Fuel Distribution System Mechanic	18.76
23370	General Maintenance Worker	17.45
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430	Heavy Equipment Mechanic	20.37
23440	Heavy Equipment Operator	19.89
23460	Instrument Mechanic	19.30
23470	Laborer	9.52
23500	Locksmith	18.13
23530	Machinery Maintenance Mechanic	22.42
23550	Machinist, Maintenance	18.96
23580	Maintenance Trades Helper	15.06
23640	Millwright	18.76
23700	Office Appliance Repairer	18.13
23740	Painter, Aircraft	18.13
23760	Painter, Maintenance	18.13
23790	Pipefitter, Maintenance	18.76
23800	Plumber, Maintenance	18.13
23820	Pneudraulic Systems Mechanic	18.76
23850	Rigger	18.76
23870	Scale Mechanic	17.45
23890	Sheet-Metal Worker, Maintenance	18.76
23910	Small Engine Mechanic	17.45
23930	Telecommunication Mechanic I	18.76
23931	Telecommunication Mechanic II	21.38
23950	Telephone Lineman	18.76
23960	Welder, Combination, Maintenance	18.76
23965	Well Driller	19.74
23970	Woodcraft Worker	18.76
23980	Woodworker	16.06

24000	Personal Needs Occupations	
24570	Child Care Attendant	7.87
24580	Child Care Center Clerk	11.15
24600	Chore Aid	9.19
24630	Homemaker	14.12
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.76
25040	Sewage Plant Operator	19.63
25070	Stationary Engineer	20.31
25190	Ventilation Equipment Tender	15.06
25210	Water Treatment Plant Operator	19.63
27000	Protective Service Occupations	
	Police Officer	22.61
27004	Alarm Monitor	14.90
27006	Corrections Officer	19.04
27010	Court Security Officer	19.14
27040	Detention Officer	19.04
27070	Firefighter	18.02
27101	Guard I	7.81
27102	Guard II	14.90
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	15.33
28020	Hatch Tender	13.51
28030	Line Handler	13.51
28040	Stevedore I	14.76
28050	Stevedore II	16.52
29000	Technical Occupations	
21150	Graphic Artist	20.83
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.47
29024	Archeological Technician II	16.19
29025	Archeological Technician III	20.06
29030	Cartographic Technician	21.28
29035	Computer Based Training (CBT) Specialist/ Instructor	21.86
29040	Civil Engineering Technician	23.07
29061	Drafter I	12.29
29062	Drafter II	13.79
29063	Drafter III	17.75
29064	Drafter IV	20.68
29081	Engineering Technician I	13.87
29082	Engineering Technician II	15.56
29083	Engineering Technician III	18.74

29084	Engineering Technician IV	22.82
29085	Engineering Technician V	27.80
29086	Engineering Technician VI	33.65
29090	Environmental Technician	20.54
29100	Flight Simulator/Instructor (Pilot)	26.84
29160	Instructor	21.59
29210	Laboratory Technician	15.68
29240	Mathematical Technician	20.68
29361	Paralegal/Legal Assistant I	15.53
29362	Paralegal/Legal Assistant II	19.47
29363	Paralegal/Legal Assistant III	23.82
29364	Paralegal/Legal Assistant IV	28.81
29390	Photooptics Technician	21.10
29480	Technical Writer	26.03
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.28
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.67
29622	Weather Observer, Upper Air (3)	14.67
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.05
31260	Parking and Lot Attendant	7.48
31290	Shuttle Bus Driver	10.29
31300	Taxi Driver	8.54
31361	Truckdriver, Light Truck	10.29
31362	Truckdriver, Medium Truck	14.36
31363	Truckdriver, Heavy Truck	14.25
31364	Truckdriver, Tractor-Trailer	14.25
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.66
99030	Cashier	8.69
99041	Carnival Equipment Operator	11.56
99042	Carnival Equipment Repairer	12.32
99043	Carnival Worker	8.28
99050	Desk Clerk	10.06
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.16
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
99500	Recreation Specialist	13.95
99510	Recycling Worker	11.95
99610	Sales Clerk	9.58

99620	School Crossing Guard (Crosswalk Attendant)	8.28
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	21.80
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.61
99660	Surveying Aide	13.57
99690	Swimming Pool Operator	12.00
99720	Vending Machine Attendant	10.76
99730	Vending Machine Repairer	12.46
99740	Vending Machine Repairer Helper	10.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via

transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

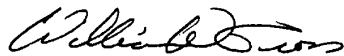
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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2331
Revision No.: 20
Date of Last Revision: 05/29/2002

States: Arizona, Nevada

Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.34
Accounting Clerk II	10.49
Accounting Clerk III	12.54
Accounting Clerk IV	14.42
Court Reporter	12.77
Dispatcher, Motor Vehicle	13.15
Document Preparation Clerk	10.92
Duplicating Machine Operator	10.92
Film/Tape Librarian	12.01
General Clerk I	8.64
General Clerk II	10.19
General Clerk III	12.82
General Clerk IV	13.18
Housing Referral Assistant	15.44
Key Entry Operator I	10.20
Key Entry Operator II	14.20
Messenger (Courier)	9.31
Order Clerk I	9.99
Order Clerk II	11.04
Personnel Assistant (Employment) I	11.47
Personnel Assistant (Employment) II	12.36
Personnel Assistant (Employment) III	12.89
Personnel Assistant (Employment) IV	15.59
Production Control Clerk	14.00
Rental Clerk	12.09
Scheduler, Maintenance	12.25
Secretary I	12.25
Secretary II	12.77
Secretary III	15.44
Secretary IV	18.48
Secretary V	22.37
Service Order Dispatcher	12.26

Stenographer I	10.91
Stenographer II	12.25
Supply Technician	18.22
Survey Worker (Interviewer)	11.29
Switchboard Operator-Receptionist	11.18
Test Examiner	11.57
Test Proctor	12.77
Travel Clerk I	10.66
Travel Clerk II	11.32
Travel Clerk III	12.14
Word Processor I	11.28
Word Processor II	13.52
Word Processor III	15.11

Automatic Data Processing Occupations

Computer Data Librarian	15.83
Computer Operator I	14.04
Computer Operator II	16.03
Computer Operator III	16.81
Computer Operator IV	18.61
Computer Operator V	20.61
Computer Programmer I (1)	17.83
Computer Programmer II (1)	22.18
Computer Programmer III (1)	26.17
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.96
Computer Systems Analyst II (1)	24.10
Computer Systems Analyst III (1)	26.04
Peripheral Equipment Operator	15.83

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.22
Automotive Glass Installer	17.87
Automotive Worker	17.87
Electrician, Automotive	18.45
Mobile Equipment Servicer	16.33
Motor Equipment Metal Mechanic	19.22
Motor Equipment Metal Worker	17.87
Motor Vehicle Mechanic	18.74
Motor Vehicle Mechanic Helper	15.57
Motor Vehicle Upholstery Worker	17.11
Motor Vehicle Wrecker	17.87
Painter, Automotive	18.45
Radiator Repair Specialist	17.87
Tire Repairer	15.78
Transmission Repair Specialist	19.22

Food Preparation and Service Occupations

Baker	13.61
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Cook I	12.49
Cook II	13.61
Dishwasher	10.24
Food Service Worker	10.24
Meat Cutter	15.45
Waiter/Waitress	10.74

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.45
Furniture Handler	14.79
Furniture Refinisher	16.46
Furniture Refinisher Helper	15.57
Furniture Repairer, Minor	17.11
Upholsterer	15.48

General Services and Support Occupations

Cleaner, Vehicles	10.24
Elevator Operator	10.24
Gardener	12.49
House Keeping Aid I	9.73
House Keeping Aid II	10.24
Janitor	10.24
Laborer, Grounds Maintenance	11.28
Maid or Houseman	9.73
Pest Controller	13.99
Refuse Collector	11.27
Tractor Operator	11.87
Window Cleaner	10.74

Health Occupations

Dental Assistant	13.07
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.05
Licensed Practical Nurse I	11.67
Licensed Practical Nurse II	13.12
Licensed Practical Nurse III	14.67
Medical Assistant	11.69
Medical Laboratory Technician	13.12
Medical Record Clerk	10.57
Medical Record Technician	13.54
Nursing Assistant I	8.11
Nursing Assistant II	9.11
Nursing Assistant III	9.94
Nursing Assistant IV	11.14
Pharmacy Technician	11.88
Phlebotomist	13.12
Registered Nurse I	16.25
Registered Nurse II	19.89
Registered Nurse II, Specialist	19.89
Registered Nurse III	24.06

Registered Nurse III, Anesthetist	24.06
Registered Nurse IV	28.84

Information and Arts Occupations

Audiovisual Librarian	17.58
Exhibits Specialist I	16.16
Exhibits Specialist II	19.72
Exhibits Specialist III	20.69
Illustrator I	17.27
Illustrator II	21.11
Illustrator III	22.14
Librarian	24.02
Library Technician	14.06
Photographer I	12.99
Photographer II	14.69
Photographer III	17.93
Photographer IV	21.87
Photographer V	26.53

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.86
Counter Attendant	8.86
Dry Cleaner	11.53
Finisher, Flatwork, Machine	8.86
Presser, Hand	8.86
Presser, Machine, Drycleaning	8.86
Presser, Machine, Shirts	9.39
Presser, Machine, Wearing Apparel, Laundry	9.39
Sewing Machine Operator	11.96
Tailor	12.82
Washer, Machine	10.34

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.45
Tool and Die Maker	21.33

Material Handling and Packing Occupations

Forklift Operator	14.77
Fuel Distribution System Operator	16.33
Material Coordinator	15.79
Material Expediter	14.00
Material Handling Laborer	11.29
Order Filler	13.11
Production Line Worker (Food Processing)	15.09
Shipping Packer	14.22
Shipping/Receiving Clerk	13.32
Stock Clerk (Shelf Stocker; Store Worker II)	14.92
Store Worker I	12.20
Tools and Parts Attendant	15.14

Warehouse Specialist	15.14
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.22
Aircraft Mechanic Helper	15.57
Aircraft Quality Control Inspector	19.99
Aircraft Servicer	17.11
Aircraft Worker	17.87
Appliance Mechanic	18.45
Bicycle Repairer	15.78
Cable Splicer	24.31
Carpenter, Maintenance	19.19
Carpet Layer	19.92
Electrician, Maintenance	22.03
Electronics Technician, Maintenance I	15.71
Electronics Technician, Maintenance II	23.20
Electronics Technician, Maintenance III	25.55
Fabric Worker	17.11
Fire Alarm System Mechanic	19.22
Fire Extinguisher Repairer	16.33
Fuel Distribution System Mechanic	19.22
General Maintenance Worker	17.87
Heating, Refrigeration and Air Conditioning Mechanic	19.22
Heavy Equipment Mechanic	19.70
Heavy Equipment Operator	23.58
Instrument Mechanic	21.14
Laborer	11.08
Locksmith	18.45
Machinery Maintenance Mechanic	21.86
Machinist, Maintenance	19.22
Maintenance Trades Helper	15.57
Millwright	19.22
Office Appliance Repairer	18.45
Painter, Aircraft	18.45
Painter, Maintenance	18.45
Pipefitter, Maintenance	22.10
Plumber, Maintenance	21.22
Pneudraulic Systems Mechanic	19.22
Rigger	19.22
Scale Mechanic	17.87
Sheet-Metal Worker, Maintenance	19.76
Small Engine Mechanic	17.87
Telecommunication Mechanic I	20.63
Telecommunication Mechanic II	24.33
Telephone Lineman	19.22
Welder, Combination, Maintenance	19.22
Well Driller	20.63
Woodcraft Worker	19.22
Woodworker	16.81

Miscellaneous Occupations

Animal Caretaker	11.36
Carnival Equipment Operator	11.87
Carnival Equipment Repairer	12.49
Carnival Worker	10.24
Cashier	10.29
Desk Clerk	12.74
Embalmer	16.57
Lifeguard	11.17
Mortician	16.73
Park Attendant (Aide)	14.09
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.17
Recreation Specialist	13.62
Recycling Worker	13.06
Sales Clerk	11.17
School Crossing Guard (Crosswalk Attendant)	10.24
Sport Official	11.17
Survey Party Chief (Chief of Party)	26.47
Surveying Aide	15.06
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.65
Swimming Pool Operator	14.77
Vending Machine Attendant	11.20
Vending Machine Repairer	16.28
Vending Machine Repairer Helper	14.16

Personal Needs Occupations

Child Care Attendant	12.74
Child Care Center Clerk	17.75
Chore Aid	9.73
Homemaker	19.78

Plant and System Operation Occupations

Boiler Tender	19.22
Sewage Plant Operator	20.88
Stationary Engineer	19.22
Ventilation Equipment Tender	15.55
Water Treatment Plant Operator	23.01

Protective Service Occupations

Alarm Monitor	15.20
Corrections Officer	20.45
Court Security Officer	19.14
Detention Officer	19.14
Firefighter	18.05
Guard I	9.93
Guard II	16.67
Police Officer	22.48

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.50
Hatch Tender	16.50
Line Handler	16.50
Stevedore I	14.37
Stevedore II	17.14

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.29
Archeological Technician II	15.97
Archeological Technician III	19.84
Cartographic Technician	21.03
Civil Engineering Technician	21.46
Computer Based Training (CBT) Specialist/ Instructor	23.81
Drafter I	15.25
Drafter II	17.61
Drafter III	19.84
Drafter IV	24.31
Engineering Technician I	14.63
Engineering Technician II	16.87
Engineering Technician III	23.33
Engineering Technician IV	24.00
Engineering Technician V	28.41
Engineering Technician VI	34.46
Environmental Technician	19.85
Flight Simulator/Instructor (Pilot)	27.17
Graphic Artist	21.53
Instructor	17.23
Laboratory Technician	16.59
Mathematical Technician	18.03
Paralegal/Legal Assistant I	15.20
Paralegal/Legal Assistant II	16.28
Paralegal/Legal Assistant III	20.32
Paralegal/Legal Assistant IV	24.55
Photooptics Technician	18.58
Technical Writer	17.23
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.54
Weather Observer, Senior (3)	18.35
Weather Observer, Upper Air (3)	16.54

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.32
Parking and Lot Attendant	11.11
Shuttle Bus Driver	15.69
Taxi Driver	12.92
Truckdriver, Heavy Truck	17.20
Truckdriver, Light Truck	13.55
Truckdriver, Medium Truck	15.32
Truckdriver, Tractor-Trailer	17.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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